Iowa Retirement Investors' Club (RIC)
457/401a Plans
Look *forward* to retirement!

2016 RIC At-A-Glance
State Employees

Program Basics

The Iowa Retirement Investors' Club (RIC) is the State of Iowa supplemental retirement savings benefit designed to help eligible* state employees save a portion of current wages for future income needs. RIC contains two plans: a 457 plan to hold employee contributions and a 401a plan to hold employer match contributions. Participants enjoy:

- An employer match benefit of up to $75/month
- Contributions through payroll deduction - minimum $25/mo, maximum $18,000/yr, $24,000/yr if age 50+, or $36,000 if qualified for the 3-Year Catch-Up limit. Deductions can be taken 12, 24, or 26 times per year
- Tax advantages (pretax & post-tax Roth), including a possible tax credit of up to $1,000
- Diversified, no-load, low-cost investment options
- Flexible payment options (once eligible) with no surrender penalties or product restrictions

Eligible outside retirement plan assets such as non-Roth IRAs, 401ks, 403bs, 457s, etc. may be rolled into/out of RIC at any time.

Enroll/Change

Enrollment is year-round. Options for enrollment include meeting with a RIC provider representative (no additional cost), using a provider's online resources (if available), or requesting a kit by mail. The provider has everything you need to open the 457/401a accounts, select investments, and begin payroll deductions (provider contact information below). Want someone to contact you to get things started? Utilize the Pre-enroll Now option on the RIC website at https://das.iowa.gov/RIC. Local advisor information for each provider is available under *Providers & Investments* on the RIC website.

Changes to payroll deductions, investment/provider election, and advisors may be made at anytime without fees or restrictions. To change existing payroll deductions, complete the *RIC Account Form* available from the RIC website.

Distributions

While employed, distributions are only available due to approved unforeseeable emergency withdrawals, inactive small account cashouts, or attainment of age 70 ½. Requests for distributions while employed are submitted to the RIC office.

Once separated from employment, distributions are not required until age 70 ½. Options include staying invested in RIC, taking cash, or rolling to an outside retirement plan (including IPERS). Cash distributions may be taken as lump sums, flexible periodic payments, lifetime annuities, or any combination. RIC products have no surrender charges or restrictions. 457 plan assets have no early withdrawal penalty due to age. Taxable distribution of 401a plan assets prior to age 59 ½ may result in IRS 10% penalty. Requests for distributions after separating from employment are submitted directly to the RIC provider.

Investment Provider

The providers shown to the right offer diversified investment options to participants in RIC. Options include fixed rate accounts, no-load mutual funds (index, actively managed, target-date) and brokerage accounts. RIC providers have advisors available to explain the investments and answer questions at no extra cost. Providers must meet RIC plan requirements and undergo annual investment reviews.

You may make changes to your investment options online, by phone, or with an advisor at any time. There are no annual contract fees or transfer fees within the provider offerings or between RIC providers.

Horace Mann	**877-602-1861**
MassMutual Financial Group	**800-528-9009**
VALIC	**800-448-2542**
VOYA Financial	**800-555-1970**

All funds listed on reverse side.

*A permanent or probationary State of Iowa employee working 20+ hours per week or an employee who has a fixed annual salary is eligible to participate.

Visit the RIC website at https://das.iowa.gov/RIC/SOI to access program education, provider websites, advisor information, historical fund performance, fixed rates, plan documents, and more. Contact an RIC provider directly or the RIC office at 866 460-4692 if you have questions.

RIC Investment Options *(available 2016)*

There are 2 types of investments offered by RIC providers (see illustration to the right). This chart is designed to show the variety of investment categories available through each provider with more conservative fund options at the top.

Fixed Rate
- Declared rate-fixed period
- Guaranteed by provider
- Always liquid
- No market risk
- No restrictions/maturities
- No fees

Variable Rate
- "Mutual Funds"
- No guarantees
- Always liquid
- Degrees of market risk
- No restrictions/maturities
- Fund management fees

	Fund Categories	Horace Mann (877-602-1861)		MassMutual (800-528-9009) *(Effective March 2016)*		VALIC (800-448-2542)		Voya (800-555-1970)	
Safety	Fixed Rate	HM Grp Unallocated Fixed Interest Ann		MassMutual GIA		VALIC Fixed Interest Option		Voya Fixed Plus Account III / 457/401 II	
	Money Market	Vanguard Prime Money Mkt (Inv)	VMMXX			Vanguard Prime Money Mkt (Inv)	VMMXX	Voya Money Mkt Port (I)	IVMXX
Income	Core Bond	Loomis Sayles Core Plus Bd (N)	NERNX	JPMorgan Core Plus Bd (R6)	JCBUX	PIMCO Total Return (Inst'l)	PTTRX	Voya Intermediate Bd Portf (S)	IPISX
		Vanguard Total Bd Mkt Index (Adm)	VBTLX	Vanguard Total Bd Mkt Index (Adm)	VBTLX	Vanguard Total Bd Mkt Index (Adm)	VBTLX	Voya US Bd Index Portf (I)	ILBAX
	Inflation Protect	Van Infla Protected Securities (Adm)	VAIPX	PIMCO Real Return (Inst'l)	PRRIX	DFA Infla Protected Securities (Inst'l)	DIPSX	BlackRock Infla Protected Bd (Inst'l)	BPRIX
	High Yield	Prudential High Yield Bd (Q)	PHYQX	Eaton Vance Income Fd of Boston (R6)	EIBRX	Invesco High Yield (R6)	HYIFX	Ivy High Income (Inst'l)	IVHIX
	Foreign	Amer Fds Capital World Bd (R6)	RCWGX					Templeton Global Bd (Adv)	TGBAX
Balanced	Trad'l Balanced	Vanguard STAR (Inv)	VGSTX	Amer Fds Amer Balanced (R6)	RLBGX	Amer Fds Amer Balanced (R6)	RLBGX	Amer Fds Amer Balanced R4	RLBEX
	Target Date	Vanguard Target Retire Income (Inv)	VTINX	BlackRock LifePath Index Retire (K)	LIRKX	Vanguard Target Retire Income (Inv)	VTINX	Amer Fds 2010 Target Date Retire (R4)	RDATX
		Vanguard Target Retire 2015 (Inv)	VTXVX	BlackRock LifePath Index 2020 (K)	LIMKX	Vanguard Target Retire 2015 (Inv)	VTXVX	Amer Fds 2015 Target Date Retire (R4)	RDBTX
		Vanguard Target Retire 2020 (Inv)	VTWNX	BlackRock LifePath Index 2025 (K)	LIBKX	Vanguard Target Retire 2020 (Inv)	VTWNX	Amer Fds 2020 Target Date Retire (R4)	RDCTX
		Vanguard Target Retire 2025 (Inv)	VTTVX	BlackRock LifePath Index 2030 (K)	LINKX	Vanguard Target Retire 2025 (Inv)	VTTVX	Amer Fds 2025 Target Date Retire (R4)	RDDTX
		Vanguard Target Retire 2030 (Inv)	VTHRX	BlackRock LifePath Index 2035 (K)	LIJKX	Vanguard Target Retire 2030 (Inv)	VTHRX	Amer Fds 2030 Target Date Retire (R4)	RDETX
		Vanguard Target Retire 2035 (Inv)	VTTHX	BlackRock LifePath Index 2040 (K)	LIKKX	Vanguard Target Retire 2035 (Inv)	VTTHX	Amer Fds 2035 Target Date Retire (R4)	RDFTX
		Vanguard Target Retire 2040 (Inv)	VFORX	BlackRock LifePath Index 2045 (K)	LIHKX	Vanguard Target Retire 2040 (Inv)	VFORX	Amer Fds 2040 Target Date Retire (R4)	RDGTX
		Vanguard Target Retire 2045 (Inv)	VTIVX	BlackRock LifePath Index 2050 (K)	LIPKX	Vanguard Target Retire 2045 (Inv)	VTIVX	Amer Fds 2045 Target Date Retire (R4)	RDHTX
		Vanguard Target Retire 2050 (Inv)	VFIFX	BlackRock LifePath Index 2055 (K)	LIVKX	Vanguard Target Retire 2050 (Inv)	VFIFX	Amer Fds 2050 Target Date Retire (R4)	RDITX
		Vanguard Target Retire 2055 (Inv)	VFFVX			Vanguard Target Retire 2055 (Inv)	VFFVX	Amer Fds 2055 Target Date Retire (R4)	RDJTX
		Vanguard Target Retire 2060 (Inv)	VTTSX			Vanguard Target Retire 2060 (Inv)	VTTSX	Amer Fds 2060 Target Date Retire (R4)	RDKTX
Domestic Equity	Large Value	JPMorgan Equity Income (R6)	OIEJX	MFS Val (R5)	MEIKX	Vanguard Equity-Income (Adm)	VEIRX	RidgeWorth Large Cap Val Equity (I)	STVTX
	Large Blend			Hartford Capital Appreciation (R6)	ITHVX	JPMorgan Disciplined Equity (R6)	JDEUX	Parnassus Core Equity (Inv)	PRBLX
				MM Select Harris Focused Val (Inst'l)	MFVZX	DFA US Sustainability Core 1	DFSIX		
	Large Cap Index	Vanguard 500 Index (Adm)	VFIAX	Vanguard 500 Index (Adm)	VFIAX	Vanguard Inst'l Index (Inst'l)	VINIX	Voya Russell Large Cap Index Portf (S)	IRLCX
		Vanguard Total Stock Mkt Index (Adm)	VTSAX	Vanguard FTSE Social Index (Inv)	VFTSX			Vanguard Total Stock Mkt Index (Inst'l)	VITSX
	Large Growth	MFS Gro (R5)	MFEKX	MassMut Select Blue Chip Gro (Inst'l)	MBCZX	Amer Fds AMCAP (R6)	RAFGX	Voya Large Cap Gro Portf (S)	IEOSX
	Mid Value	Victory Sycamore Established Val (R6)	VEVRX	MFS Mid Cap Val (R5)	MVCKX	WellsFargo Advan Spec Mid Cap Val (R6)	WFPRX	Invesco Amer Val (R5)	MSAJX
	Mid Cap Index	Vanguard Mid Cap Index (Adm)	VIMAX	Vanguard Mid Cap Index (Adm)	VIMAX	Vanguard Mid Cap Index (Inst'l)	VMCIX	Voya Russell Mid Cap Index Portf (S)	IRMCX
	Mid Growth	Voya Mid Cap Opportunities Portf (R6)	IMOZX	JPMorgan Mid Cap Gro (R6)	JMGMX	AB Discovery Gro (Z)	CHCZX	VY® T Ro Prc Divers Mid Cap Gro (Adv)	IAXAX
	Small Value	JPMorgan Sm Cap Val (R6)	JSVUX	Amer Century Sm Cap Val (R6)	ASVDX	DFA US Targeted Val (Inst'l)	DFFVX	Victory Integrity Sm Cap Val (Y)	VSVIX
	Small Cap Index	Vanguard Sm Cap Index (Adm)	VSMAX	Vanguard Sm Cap Index (Adm)	VSMAX	Vanguard Sm Cap Index (Adm)	VSMAX	Voya Russell Sm Cap Index (I)	IIRSX
	Small Growth	JPMorgan Sm Cap Gro (R6)	JGSMX	MassMut Select Sm Cap Gro Eq (Inst'l)	MSGZX	ClearBridge Sm Cap Gro (IS)	LMOIX	Voya Sm Cap Opportunities Portf (I)	IVSOX
International	Foreign Stock	Amer Fds Europacific Gro (R6)	RERGX	MFS® Int'l Value (R5)	MINJX	Amer Fds EuroPacific Gro (R6)	RERGX	Dodge & Cox Int'l Stock	DODFX
		Vanguard Total Int'l Stock Index (Adm)	VTIAX	Vanguard Total Int'l Stock Index (Adm)	VTIAX	Vanguard Total Int'l Stock Index (Inst'l)	VTSNX	Voya Int'l Index Portf (I)	IIIIX
	Emerging Mkts	Amer Fds New World (R6)	RNWGX	Oppenheimer Developing Mkts (Inst'l)	ODVIX				
	World Stock					Amer Fds Capital World Gr & Inc (R6)	RWIGX	Amer Fds New Perspective (R4)	RNPEX
Sector	Real Estate	Vanguard REIT Index (Adm)	VGSLX	Vanguard REIT Index (Adm)	VGSLX	Vanguard REIT Index (Adm)	VGSLX	VY® Clarion Real Estate Portf (Inst'l)	IVRIX
*Total range of fees**		*0.25% - 1.13%*		*0.25% - 1.15%*		*0.22% - 0.99%*		*0.04% - 1.28%*	
Self-Directed Brkg Account		TD Ameritrade (fees vary)		Schwab PCRA (fees vary)		Schwab PCRA (fees vary)		TD Ameritrade (fees vary)	

*Fixed rate accounts have no fees or maturities. RIC variable rate funds are no-load. Individual fund fees are available on the RIC website.